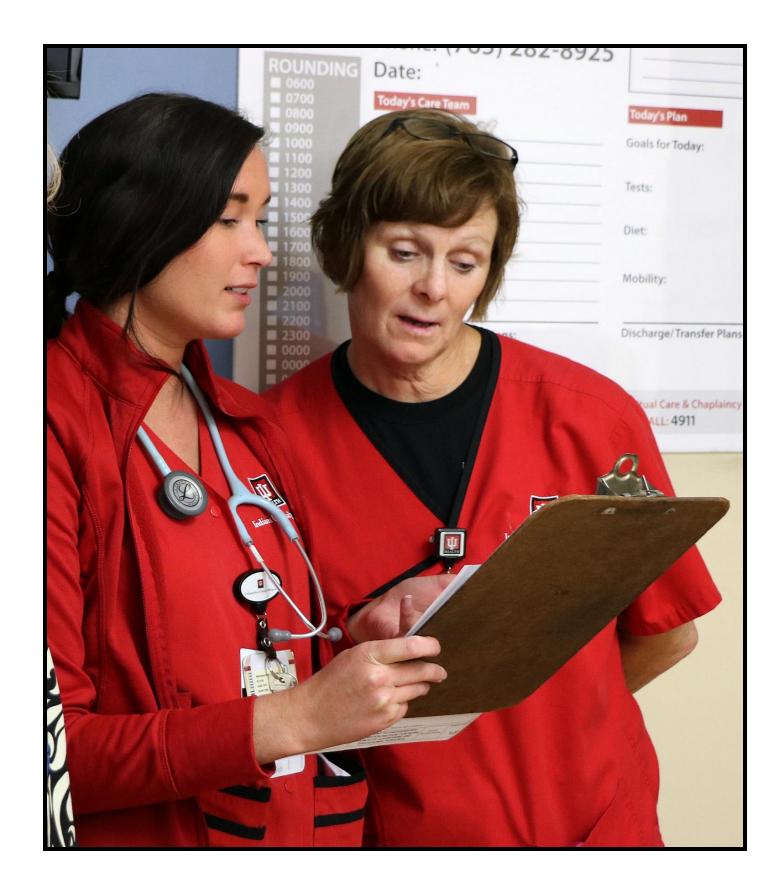




The purpose of this initiative was to design and implement the Evidence-based Practice (EBP) Resource Nurse role as an innovative opportunity for developing clinical nurse leadership as well as advancing EBP competencies for clinical nurses.

### Background

- Nurses influence health care through the acquisition of leadership knowledge, skills and experience. Ideally, health care institutions prepare and enable nurses for expanded leadership roles and position nurses to advance health care (IOM, 2016).
- The integration of evidence into practice for nurses at all organizational levels is a characteristic of mature nursing organizations.
- In a Midwestern teaching hospital, the goals of developing nurse leaders and building nursing capacity for research and EBP dovetailed
- In a 2015 housewide needs assessment, clinical nurses indicated a need for more education on evaluating research evidence, conducting original research, and translating evidence into practice.
- With recommendations from the IOM in mind, the Nursing Research Council designed the innovative role of EBP Resource Nurse.



# **Evidence-based Practice Resource Nurses:** An Innovative Role for Enhancing Leadership Development

Gena Coers, BS, RN; Renee Twibell, PhD, RN, CNE; Gwendolyn Rook, BS, RN; Kayla Anderson, BS, RN; Lynn Long, BS, RN

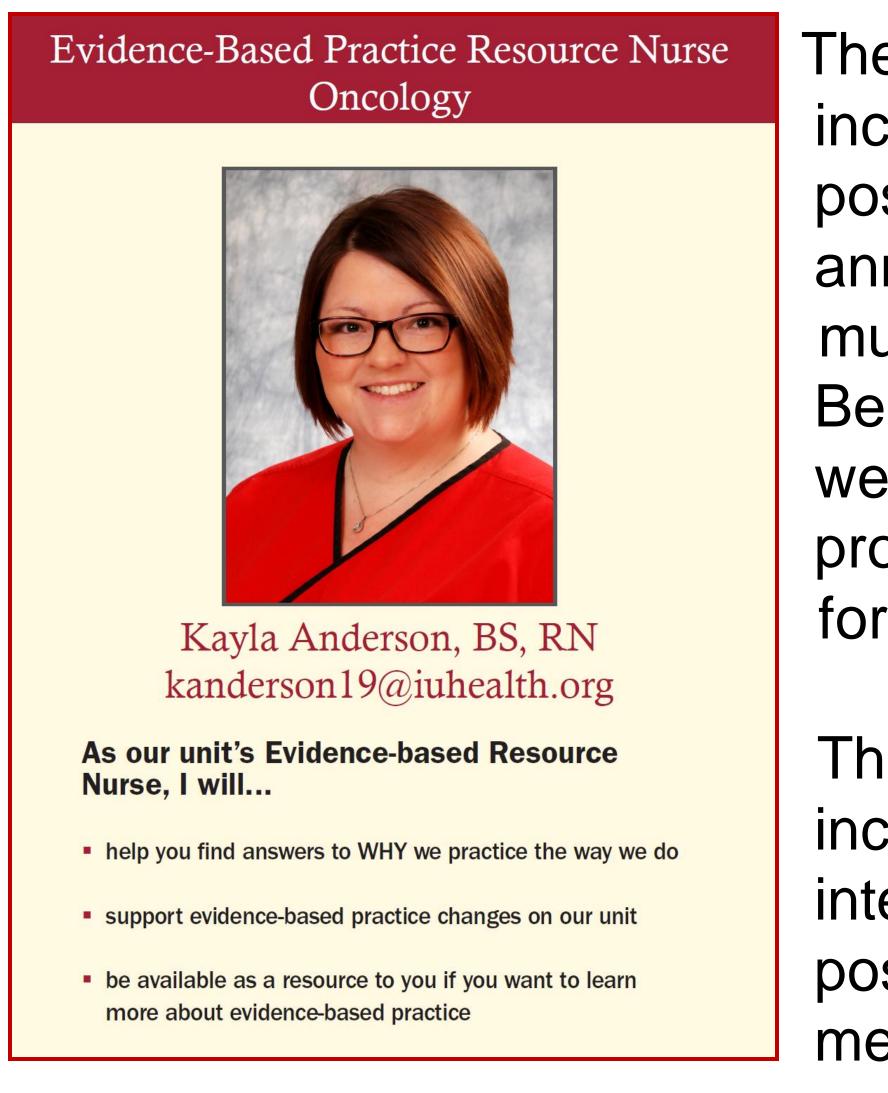
# Methods

The Nursing Research Council conducted a review of evidence on unit-based peer nurse leadership and unitlevel champion roles and then set criteria for the new role and identified four EBP Resource Nurses for a pilot test. A needs assessment guided the educational plan.

Three accountabilities guided the new role:

- leadership development
- mastery of EBP/research competencies
- mentoring peers in EBP skills.

Advanced practice nurses, unit managers and academic nurses with research experience partnered with the four EBP nurses for mentoring in leadership and EBP competencies.









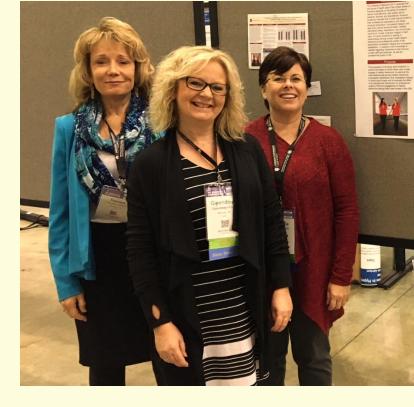
The roll-out plan included colorful posters and announcements in multiple venues. "Why Behind the What" Cards were distributed to provide the evidence for the new role.

The evaluation plan included qualitative interview data and prepost quantitative measures.

#### Quantitative Meas

1. Nurses Knowledge, **Practices and Feelings Research and Evidenc** Practice (Burke et al.,

- Pre-implementat Results (2016):
  - Deficits in kr and practice
  - Positive atti-
  - willingness Neutral feeli
- Post-implement Survey: Autumn



2. Number of Clinical I and Evidence Reviews Supported

3. Number of Research and new EBP Practices Supported

4. Number of Leadersh Experiences (local, sta national)

# **Conclusions and Implications**

Qualitative evidence suggests high engagement of EBP Resource Nurses in their role, with each of the nurses identifying multiple examples of newly developed leadership skills, advancement of personal EBP/research competencies, and mentoring of peers in EBP competencies. After post-implementation surveys and data collection are complete, the Research Council will evaluate the role and expand to six more units.





# Outcomes

Attitudes, s About1. Inter Nurses	tative Evaluation views with EBP Resource : 2017, 2018, 2019. Focus on es of knowledge and
S About Nurses Ce-based exampl	: 2017, 2018, 2019. Focus on
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ation at t or Fos relation relation itudes and to learn lings Educed intation n, 2018 Second Second invinvinvinvinvinvinvinvinvinvinvinvinvi	amples of new role practices he local level: tering leader and peer tionships mulating spirit of inquiry aching and role modeling practice changes ucating on EBP nsulting on research thods rving as interprofessional okesperson for EBP rving as principal estigator and co- estigator on nurse-led earch studies esentations at local research herence suming new leadership ponsibilities at unit level
the system Parts Parts System And Present	amples of role practices at tem-level and nationally: rticipating in and leading tem-level research inquiries d educational events esentations at state and ional conferences
es Develo	evaluation of Leadership pment and EBP tencies – 2019
ate and •	views with Unit Managers Effectiveness of EBP Resource Nurses Budget neutrality of role